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8/7/83

CIA LOCAL HIRE AMERICAN EMPLOYEES AND ALLOWANCES/BENEFITSIntroduction

The question of what allowances/benefits (beyond the post allowance cost-of-living adjustment) might properly be given to "local hire" American employees is for consideration. These employees are defined as American spouses and other Americans who are hired locally on a full time basis. Americans

25X1

The Americans in a local hire category have an increasing perception of non-uniformity and inequity of benefits for <sup>WORK</sup> jobs performed under similar conditions with other full-time employees not hired locally who usually have full allowances/benefits.

This paper seeks to dissect the problem of allowances/benefits for full-time locally hired Americans and offer some guidance.

Part-time employees are not in the scope of this paper.

The following questions are discussed:

- I. Why are Americans hired locally?
- II. Who are local hire employees?
- III. How do local hire employees differ significantly from other employees who routinely receive a variety of allowances/benefits?
- IV. Should some or all local hire employees get additional allowances/benefits (beyond the post allowance)? If so,
  - a) which local hire employees?
  - b) which benefits?
  - c) on what basis?

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## C O N F I D E N T I A L

A variety of allowances, differentials, and other benefits are available for the U.S. Government employee who is assigned to perform work in foreign areas of the world. These have several purposes.

Some allowances/benefits are incentives to persuade an employee to take employment in a foreign area and are not available to employees in the United States. These are exemplified by free housing abroad or quarters allowances, post (hardship) differentials, rest and recuperation travel.

Other allowances/benefits help to overcome extra and excessive costs incurred by an employee by reason of service in a foreign area. These are exemplified by the post allowance (cost-of-living adjustment), travel cost payments and shipment of household effects, transfer allowances and other relocation benefits, children's education allowances, home leave ~~travel~~ evacuation payments, family separate maintenance.

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Other benefits assist in compensating for inadequate community services - examples are medical and hospital care, commissary and post exchange privileges.

Another group of benefits for employee well-being usually apply to both domestic and foreign area employees. Examples are retirement programs, life and health insurance, annual and sick leave, and various pay differentials.

48603 "Local hire" employees, by and large, receive very few of the four or five dozen allowances/benefits available to career staff or other permanent-type employees.

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I. QUESTION: Why are Americans hired locally?

Why do local hire opportunities exist, inasmuch as the skills available from among the local resident American population is a function of chance and not design, and a local hire American employee program presents a significant administrative burden?

There are several reasons:

1) Security considerations dictate that foreign nationals not be utilized within stations, so that American citizens including many spouses are a necessary personnel resource for the Agency.

2) There is a lack of positions in the permanent table of organization. Shortfalls can be temporarily or partially recovered by using local hires in those positions at the station which are not or cannot be filled by staff employees for a period of time. Full-time temporary, part-time, and intermittent employees do not count against the ceiling.

? using  
FTEs  
not counting

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5) HQS policy may provide for local hire employees when:

- a) a cyclical work load does not justify a larger permanent work force and temporary local hires best meet the temporary need.

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## C O N F I D E N T I A L

- b) single clerical staff employees are subject to unreasonable environmental conditions and are not sent to the post.
- c) housing for single clerical staff employees is unavailable or unacceptable. Local hires fill the gap.
- d) bureaucratic inertia has failed to weed out situations which no longer merit local hire considerations.

✓ 6) Local hiring is more economical to the U.S. Government. It usually is not necessary to pay for overseas transportation of <sup>Local hire</sup> employees and household <sup>spouses</sup> goods and autos, nor to pay for the system of allowances/benefits attaching to a staff employee. A local hire employee costs only the salary, possibly a post allowance and relatively little in other benefits, although exceptions can exist. Budget impact is an important factor. Can or do

7) Staff employees occasionally are not available to be assigned to fill designated positions. Local hire employees may be recruited to encumber such positions on a temporary basis.

8) There may be some incentive to assignment of married staff employees if the opportunity for their spouse's employment in local hire positions is <sup>assignment determined?</sup> known in advance.

Most local hire employment opportunities require clerical or technical skills at a junior level, rather than for more senior or more specialized job skills. Such positions may be full time, part-time, and intermittent. They may be full-time temporary (less than one year) or full-time permanent (longer than one year). Qualifications for various job categories are set by HQS but may be waived if justified. ?

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## C O N F I D E N T I A L

Part III contains a detailed discussion of numerous differences between local hire personnel and other full-time personnel which can impact on respective eligibilities for allowances and benefits.

✓ II. QUESTION: Who are "Local Hire" American Employees?

Local hire employees for this Agency are those Americans already residing at the post usually as nominated by the post, not by HQS.

CATEGORIES OF AMERICANS AVAILABLE LOCALLY

- 1) Spouses accompanying employee
  - a) Spouses previously employed in HQS or other USG agency
  - b) Spouses not previously employed in HQS or at previous USG post
- 2) Transferees from other USG agencies abroad
  - a) Career employees ? True local hire?
  - b) Local hire employees of other USG agencies
- ✓ 3) Persons previously employed by U.S. private business or organizations, foreign organizations or international entities, under entitlement to return travel to U.S.
- 4) Retirees from other USG agencies
  - a) Living at same foreign post
  - b) Living in some other foreign place (non-commuting)
- 5) Local Residents
  - a) Permanent (such as American spouses of foreign or American citizens in business, or retired persons)
  - b) Temporary (academics - professors or students, travelers)

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The persons categorized above may be as well-qualified as an assigned employee. If a spouse, ~~their~~ availability for a current or future "local hire" vacancy at a post may or may not be known prior to departure from the U.S. or another post. Usually agreements or contracts for local hire ~~position~~ nominations are referred to and approved in HQS Washington.

### III. QUESTION: How do "Local Hire" employees differ from "Other" Employees?

Certain differences between local hires and other personnel can account for real and important impact on their respective eligibilities for allowances and benefits.

#### 1) Nomination

Local hires (including spouses) are not routinely nominated to the field before overseas travel commences.

Other full-time personnel are always nominated by HQS to the field and must be acceptable to station chiefs before PCS travel commences.

#### 2) Vacancies

Local hire job requirements can vary according to the skills available within a limited local population.

Other full-time job requirements are fairly constant and a vacancy may be filled on a IDY or PCS basis.

#### 3) Service Agreement

Local hires have a 30-day notice of termination of employment clause in their contract which they may exercise for personal convenience without penalty.

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Other full-time personnel execute service abroad agreements specifying penalties for failure to complete an established tour of duty because of personal convenience.

4) Medical Clearance

Local hires are medically evaluated for employment at a specified post and do not normally receive a psychological assessment.

*So are  
PCS  
assignees*

All Other full-time personnel receive a psychological assessment and a full-duty general medical evaluation.

*Not sure  
OMS would  
so state*

5) Security Clearance

Local hires are not routinely subject to a polygraph and a full field investigation.

All Other full-time personnel receive a polygraph and a full field investigation.

6) Rotation Commitment

Local hires have no established career path and are not routinely available for assignment to a different geographic area.

Other full-time personnel are expected to be available for a series of career enhancing assignments, as required, in the foreign and domestic fields or in the Hqs area.

7) Skills Required

Local hires are employed almost exclusively in clerical job categories in the GS-03 to GS-07 range.

Other full-time employees are employed for their clerical, technical or professional skills over a <sup>LARGE</sup> salary range.

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8)



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9) Retirement

Local hires may not participate in CIARDS. *ft CS 72 ye*

Staff personnel and career associates are eligible to participate in CIARDS.

10) Place of Hire

Local hires enter on duty at a field work location.

Other full-time personnel routinely enter on duty at HQS and are reassigned to a field work location at Government expense.

11) Local hires do not have employee travel order benefits to bring them to a work location (EOD travel), and they are not transferred between posts. *for memo?*

Other full-time personnel in staff or contract status have employee travel order benefits when transferring from one work location to another, and certain critical categories are authorized EOD travel benefits.

As indicated above, there are significant differences between local hire personnel and other personnel in such matters as nomination procedures, vacancy status, service agreement, medical and security clearances, rotation commitment,

C O N F I D E N T I A L



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skills required, cover, retirement system eligibility, place of recruitment (hire) travel orders. This is so, even though local hires and other personnel might be performing very similar or the same work at the same post. In some instances a local hire might even qualify, e.g., for a Category I mode position usually filled by an assigned career employee. Impact of several differences is discussed further on in Question IV.

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In most instances the local hire job opportunities require persons who do not necessarily have nor are expected to have a career commitment to the Agency nor even to the U.S. Government. These persons may, however, have such a career commitment on a domestic service basis only, not involving foreign service commitment. In cases where a spouse, for example, is a domestic U.S. civil servant, this spouse may have to recognize the peculiar career risk of serving in a specialized foreign affairs agency where continuity of a domestic career overseas is difficult or impossible because of unique overseas work/assignment factors. The allowances/benefits attaching to the career assigned (other) employees are not usually available to a spouse or other local hire person whom the Agency has not enfolded in the total personnel support system because of table of organization, budget or other cogent reasons.

In pursuing its mission, the Agency exercises proper administrative discretion in designating those jobs which must be performed by qualified employees specifically sent to posts, and designating those jobs which can be performed adequately by persons residing locally (for whatever reason) who are less stringently qualified and who can be employed under less complex procedures. For such jobs and such persons there is only a local responsibility and a local commitment by the local hired employee and the Agency.

Generally the "local hire" person is at the post for reasons other than the local job itself. The Government has not paid his/her way to the job site as an employee (but may have done so as a dependent). Spouse of employee

C O N F I D E N T I A L

## C O N F I D E N T I A L

status or local permanent residency are probably the most usual reasons. The Agency finds it very convenient to hire spouses of its assigned employees or other U.S. citizens employed at post. They are readily available if needed and less complicated to process than other candidates for "local hire" positions. Often spouses are experienced employees of Headquarters or another Federal Agency on a domestic career basis, and have interrupted this career to accompany the primary employee to the post. They have a lively interest in continuing that career abroad at the same GS equivalent, including all the allowances/benefits that attach to a career employee specifically assigned abroad. The inability to obtain these in a "local hire" position leads to employee discontent because of a perception of discrimination and inequity. Consequently management has problems in maintaining a happy, efficient work force.

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IV. Should some or all local hire employees get additional allowances/benefits (beyond the post allowance)?

A discussion of various categories of "local hire" employees follows with an assessment of their eligibility for allowances/benefits. A checklist sheet for each category is appended which shows specific allowances/benefits which should or could be considered in each category.

Pertinent to this discussion is part of the text of PURPOSE from P.L. 86-707, the Overseas Differentials and Allowances Act of 1960" (codified in 5 U.S.C. 5921-28). This law pertained to all civilian employees of the U.S. Government in foreign areas . This law established several basic allowances, and declared that Congress was

25X1

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"...(2) providing for the uniform treatment of Government employees stationed overseas to the extent justified by relative conditions of employment,"

(underline supplied)

"...(3) establishing the basis for the more efficient and equitable administration of the laws compensating Government employees for the extra costs and hardships incident to their assignments overseas (underline supplied),

and

"...(4) facilitating for the Government the recruitment and retention (underline supplied) of the best qualified personnel for civilian service overseas."

Clearly Congress recognized different conditions of employment abroad and that uniformity of employee treatment could be modified by these relative conditions. It referred to "assignments overseas" (which could be contrasted with local appointments). It spoke not only to "recruitment" but also to "retention" of employees. The possibility of dependents of Agency employees being employed on a local hire contract in the field appears to be a convenience to the employee that serves as a direct recruitment and retention incentive to the employee and only indirectly to the dependent. Local hire employment overseas appears to have only an indistinct relationship to a retention (continuing career) of an employee who has voluntarily elected not to be a recipient of a separate maintenance allowance based on a voluntary separation to pursue a career in the U.S. while the principal employee spouse is overseas.

CATEGORIES (See Question II)

1-A Accompanying spouse previously employed at HQS or another USG agency or at another foreign post.

One of the major reasons for the spouse's presence at the station is,

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of course, to accompany the employee who receives dependent benefits on the spouse's behalf. Another major factor is the spouse's status as a career employee in the Agency or in some other USG agency. If the spouse is half of a "tandem couple", separate allowances/benefits are clearly applicable to each of the couples in their individual capacities. If the spouse has taken LWOP from the Agency job or otherwise has interrupted a civil service job with a Federal agency shortly before departure for a new overseas tour as a dependent, it can be argued that the "local hire" position is a continuation of Government service after transfer interruption by the principal employees, and that at least some allowances/benefits should attach to such service abroad (beyond the normal post allowance, if any).

The Agency may or may not have made employment overtures to the spouse before departure to the field or between field stations. If it has done so, based on official correspondence between HQS and a particular field station, the justification for some allowances/benefits is enhanced because a recruiting element is present. If the Agency has not made an overture to the spouse prior to arrival at a station, some reference to the "retention" portion of the "recruitment and retention" factors in the law can still be made. This is on the basis that perhaps this spouse is more likely to stay with the job for a definite period than an American hired otherwise. The fact that the employee has had substantially continuous federal service would also support some allowances/benefits payment on the basis of career continuance, even though prior specific recruitment had not been made.

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When feasible, the station and HQS collaborate on local-hire vacancies if a spouse is pinpointed as a logical recruit for the job. Perhaps a letter of intent to hire could be given the spouse in lieu of separate travel orders. ) ?

1-B Accompanying spouse who was not previously employed at HQS or by another USG agency.

The only reason for the spouse's presence at the station is to accompany the employee who receives dependent benefits on the spouse's behalf. The spouse did not have to be recruited in the U.S. and was not brought to the station because of a particular skill or skills. As the spouse had no previous USG or Agency employment, no question of career continuity arises. In these circumstances additional allowances//benefits to the spouse do not appear warranted except for the post allowance (cost-of-living adjustment) to give the salary an equivalent purchasing power the the USG employee in Washington, D.C

Possibly a local hire (Mode II category) spouse could be placed in a Mode I position which becomes vacant at the station. Even though an employee in a Mode I position would normally receive allowances and benefits, the circumstances of the spouse's presence at the post appears to preclude such payments. The spouse is considered a temporary substitute in the Mode I position.

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2-A Transferees from other USG Agencies (Career status)

Transferees could be either career USG employees or Americans previously locally hired by the other agencies.

Career USG employees are transferred abroad with ultimate return to the U.S. at Government expense. Should they enter a local Agency position, a case could be made for allowances/benefits based on their career status and the return transportation to the U.S. provided by their previous USG employment. On the other hand it is not evident why a career USG employee would enter a "local hire" job.

YES!

2-B Transferees from other USG Agencies (local hire status)

Local hire employees from other USG agencies presumably have had no allowances/benefits (except post allowance). They have had no return U.S. travel agreement. In such circumstances there is little or no basis to grant additional allowances/benefits. Such employees probably are in the category of local residents discussed under No. 5.

3 Persons previously employed by U.S. private business or organizations, by foreign organizations or governments, or by international organizations, in each instance under entitlement to return travel to the U.S.

These persons have a similarity to USG career employees in that they were originally recruited in the U.S. to take a foreign job and then were to be returned to the U.S. upon completion of the assignment. Their presence abroad is temporary and directly related to the foreign job. The Agency should consider allowances/benefits to these types of locally hired Americans who have delayed their return to the U.S. to fill the Agency position. If

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appointment is as "staff" with rotational responsibility to the U.S. or elsewhere, allowances/benefits would appear mandatory.

4-A Retirees from other USG agencies living at the same foreign station.

These persons have made a personal decision to retire in the foreign location. Their presence should be considered a personal preference and no longer primarily the result of USG employment. Consequently, the payment of allowance/benefits (post allowance excepted) does not seem warranted. As such persons have retired from Government employment, career continuation should no longer be a factor in payment of allowances/ benefits. Of course, if such persons are hired as "staff" with the expectation of further service to the Agency at HQS or elsewhere abroad, allowances and benefits would be appropriate.

4-B Retirees from other USG agencies living in some other foreign place not in commuting distance.

Since this type of local-hire employee is required to move from one place of residence to another area out of commuting range to take the job, this has similarities to the employee recruited in the U.S. Allowances/benefits could be paid on assessment of individual circumstances, particularly because the employee's change of residence was caused by the Agency job recruitment or requirement. Should the person be hired as "staff" with rotational commitment, allowances/benefits would be routinely available.

5-A Local Residents on permanent basis (such as spouses of foreign or American citizens in permanent residence, or retired persons).

For such persons the local hire job is incidental to their permanent

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## C O N F I D E N T I A L

residence status. No recruitment or retention incentive is necessary since they have chosen to reside in the area for personal reasons. Housing and other expenses are met from personal resources just as the local population manages. Career USG employment is not a factor. No allowances/benefits (except post allowance) appear justified. In contrast, Government employees sent to the area to do a job incur housing and living expenses as a direct result of their job assignment to that place.

5-B Local Temporary Residents, such as academics or travellers.

In general professors-academics seem similar to the persons described in No. 3. Usually their foreign university appointments provide travel back to the U.S. Students, however, and casual travellers usually are abroad at their own expense and for their own purposes. Professors who have a prior return travel to U.S. commitment in their academic employment, are obviously abroad on a temporary basis. Therefore any Agency employment would be the primary reason for their continued presence in the local area. Payment of allowances and benefits would seem warranted. If the professor is hired as a "staff" employee with rotational responsibility, payment of allowances/benefits would appear mandatory.

Students and casual travellers do not appear to meet the criteria of U.S. or equivalent recruitment nor U.S. Government career continuation (see above). No allowances/benefits are indicated (except post allowance).

Concerning the discussion in Part IV, it is recognized that local hires may be entitled by law to such benefits as social security or other retirement coverage, health or life insurance, pay step increases,

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pay differentials (Sunday, night, holiday, overtime) and annual and sick leave.

Any suggestions in this paper that any categories of local hires do not appear eligible for allowances/benefits refers only to discretionary allowances and benefits.

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OVERSEAS ALLOWANCES AND BENEFITS  
AUTHORIZED FOR U.S. FEDERAL CIVILIAN EMPLOYEES

COMPENSATION FOR EXTRAORDINARY  
LIVING COSTS

HOUSING

- + Post Allowance
- + Separate Maintenance

- ? maybe Living Quarters Allowance
- Official Residence Expense
- Representation Allowance
- \*Representation for Family
- + Use of Government Quarters

HARDSHIP INCENTIVE

RELOCATION COSTS

- + \*Danger Pay Allowance
- + Post Differential
- + Rest and Recuperation
- \*Special Differential
- \*Special Incentive Differential
- Unhealthful Post Credit

- \*Advances of Pay
- + \*Emergency Visitation Travel
- + Evacuation Payments
- + \*Family Travel on extended Temporary Duty
- + Family Visitation Travel
- + Foreign Transfer Allowance
- + Home Leave (Tour Renewed)
- + Home Leave (Tour not Renewed)
- + Home Leave Travel
- + Home Service Transfer
- + Moving and Storage of Household Effects
- + \*Per Diem for Dependents
- + \*Relocation Allowance Upon Return to the U.S.
- + \*Representation Travel
- + \*Special Per Diem
- + Supplementary Post Allowance
- + Temporary Lodging
- + Transportation of Automobile
- + \*Travel for Children of Separated or Divorced Parents
- + Travel Per Diem (Flat Rate)
- + Travel Per Diem (Lodging Plus)

COMPENSATION FOR INADEQUATE  
COMMUNITY SERVICES

- + \*Child Travel to Accompany Medically Evacuated Parent
- + Commissary/Post Exchange Privileges
- + Educational Allowance
- + Educational Travel
- + Gasoline and Other Price Discounts
- + Health Care at Post
- + Hospitalization
- + Inoculation Before Overseas Tour
- + Inoculation After Overseas Tour
- + Loan of Household Goods
- + Local Foreign Holidays
- + Local Travel (to and from work)
- + Medical Emergency Travel
- + Medical Services for Dependents after Death/Separation
- + Membership or use of Military Clubs
- + Physical Examinations
- + Providing Personal Transportation
- + Use of Mess and Recreational Facilities

OTHER

- + Social Security
- + FECA
- + Civil Service Ret.
- + FEGLI
- + Annual Leave
- + Sick Leave
- + \*Authorized by the Foreign Service Act of 1980.

- + LPI
- + WGI
- + Sunday pay
- + holiday pay
- + night differential
- + overtime

OVERSEAS ALLOWANCES AND BENEFITS  
AUTHORIZED FOR U.S. FEDERAL CIVILIAN EMPLOYEES

COMPENSATION FOR EXTRAORDINARY  
LIVING COSTS

- + Post Allowance
- ▷ Separate Maintenance

HARDSHIP INCENTIVE

- + \*Danger Pay Allowance
- ▷ Post Differential
- ▷ Rest and Recuperation
- \*Special Differential
- \*Special Incentive Differential
- Unhealthful Post Credit

COMPENSATION FOR INADEQUATE  
COMMUNITY SERVICES

- ▷ \*Child Travel to Accompany Medically Evacuated Parent
- ▷ Commissary/Post Exchange Privileges
- ▷ Educational Allowance
- ▷ Educational Travel
- ▷ Gasoline and Other Price Discounts
- ▷ Health Care at Post
- ▷ Hospitalization
- ▷ Inoculation Before Overseas Tour
- ▷ Inoculation After Overseas Tour
- ▷ Loan of Household Goods
- + Local Foreign Holidays
- ▷ Local Travel (to and from work)
- ▷ Medical Emergency Travel
- ▷ Medical Services for Dependents after Death/Separation
- ▷ Membership or use of Military Clubs
- ▷ Physical Examinations
- Providing Personal Transportation
- ▷ Use of Mess and Recreational Facilities

Other

- |                    |               |
|--------------------|---------------|
| + Social Security  | + LPI         |
| FECA               | + WGI         |
| + Civil Serv. Ret. | + Sunday pay  |
| FEGLI              | + Holiday pay |
| + Annual Leave     | + night diff. |
| + Sick Leave       | + Overtime    |

HOUSING

- ? Living Quarters Allowance
- Official Residence Expense
- Representation Allowance
- \*Representation for Family
- ▷ Use of Government Quarters

RELOCATION COSTS

- \*Advances of Pay
- ▷ \*Emergency Visitation Travel
- ▷ Evacuation Payments
- ▷ \*Family Travel on extended Temporary Duty
- ▷ Family Visitation Travel
- ▷ Foreign Transfer Allowance
- Home Leave (Tour Renewed)
- Home Leave (Tour not Renewed)
- Home Leave Travel
- ▷ Home Service Transfer
- ▷ Moving and Storage of Household Effects
- \*Per Diem for Dependents
- \*Relocation Allowance Upon Return to the U.S.
- \*Representation Travel
- \*Special Per Diem
- ▷ Supplementary Post Allowance
- ▷ Temporary Lodging
- Transportation of Automobile
- ▷ \*Travel for Children of Separated or Divorced Parent

- + Travel Per Diem (Flat Rate)
- + Travel Per Diem (Lodging Plus)

\*Authorized by the Foreign Service Act of 1980.

VARIAELE Considerations (See top)

OVERSEAS ALLOWANCES AND BENEFITS  
AUTHORIZED FOR U.S. FEDERAL CIVILIAN EMPLOYEES

COMPENSATION FOR EXTRAORDINARY  
LIVING COSTS

- + Post Allowance
- Separate Maintenance

HARDSHIP INCENTIVE

- \*Danger Pay Allowance
- Post Differential
- Rest and Recuperation
- \*Special Differential
- \*Special Incentive Differential
- Unhealthful Post Credit

COMPENSATION FOR INADEQUATE  
COMMUNITY SERVICES

- \*Child Travel to Accompany Medically Evacuated Parent
- Commissary/Post Exchange Privileges
- Educational Allowance
- \*Educational Travel
- Gasoline and Other Price Discounts
- Health Care at Post
- Hospitalization
- Inoculation Before Overseas Tour
- Inoculation After Overseas Tour
- Loan of Household Goods
- Local Foreign Holidays
- Local Travel (to and from work)
- Medical Emergency Travel
- Medical Services for Dependents after Death/Separation
- Membership or use of Military Clubs
- Physical Examinations
- Providing Personal Transportation
- Use of Mess and Recreational Facilities

HOUSING

- Living Quarters Allowance
- Official Residence Expense
- Representation Allowance
- \*Representation for Family Use of Government Quarters

RELOCATION COSTS

- \*Advances of Pay
- \*Emergency Visitation Travel
- Evacuation Payments
- \*Family Travel on extended Temporary Duty
- Family Visitation Travel
- Foreign Transfer Allowance
- Home Leave (Tour Renewed)
- Home Leave (Tour not Renewed)
- Home Leave Travel
- \*Home Service Transfer
- Moving and Storage of Household Effects
- \*Per Diem for Dependents
- \*Relocation Allowance Upon Return to the U.S.
- \*Representation Travel
- \*Special Per Diem
- Supplementary Post Allowance
- Temporary Lodging
- Transportation of Automobile
- \*Travel for Children of Separated or Divorced Parent
- Travel Per Diem (Flat Rate)
- Travel Per Diem (Lodging Plus)

OTHER

- + Social Security
- FECA
- + Civil Serv. Ret.
- FEGLI
- + Annual leave
- + Sick Leave
- + EPI
- + WGI
- + Sunday pay
- + Holiday pay
- + Night diff.
- + Overtime

\*Authorized by the Foreign Service Act of 1980.

OVERSEAS ALLOWANCES AND BENEFITS  
AUTHORIZED FOR U.S. FEDERAL CIVILIAN EMPLOYEES

COMPENSATION FOR EXTRAORDINARY  
LIVING COSTS

+ Post Allowance  
 Separate Maintenance

HARDSHIP INCENTIVE

+ *maybe* \*Danger Pay Allowance  
 Post Differential  
 Rest and Recuperation  
 \*Special Differential  
 \*Special Incentive Differential  
 Unhealthful Post Credit

COMPENSATION FOR INADEQUATE  
COMMUNITY SERVICES

*maybe* \*Child Travel to Accompany Medically  
 Evacuated Parent  
*maybe* Commissary/Post Exchange Privileges  
 Educational Allowance  
 \*Educational Travel  
*maybe* Gasoline and Other Price Discounts  
*maybe* Health Care at Post  
 Hospitalization  
 Inoculation Before Overseas Tour  
 Inoculation After Overseas Tour  
 Loan of Household Goods  
 + Local Foreign Holidays  
*maybe* Local Travel (to and from work)  
 Medical Emergency Travel  
 Medical Services for Dependents  
 after Death/Separation  
*maybe* Membership or use of Military Clubs  
 Physical Examinations  
 Providing Personal Transportation  
*maybe* Use of Mess and Recreational  
 Facilities

HOUSING

Living Quarters Allowance  
 Official Residence Expense  
 Representation Allowance  
 \*Representation for Family  
 Use of Government Quarters

RELOCATION COSTS

\*Advances of Pay  
 \*Emergency Visitation Travel  
 Evacuation Payments  
 \*Family Travel on extended  
 Temporary Duty  
 Family Visitation Travel  
 Foreign Transfer Allowance  
 Home Leave (Tour Renewed)  
 Home Leave (Tour not Renewed)  
 Home Leave Travel  
 \*Home Service Transfer  
 Moving and Storage of  
 Household Effects  
 \*Per Diem for Dependents  
 \*Relocation Allowance Upon  
 Return to the U.S.  
 \*Representation Travel  
 \*Special Per Diem  
 Supplementary Post Allowance  
 Temporary Lodging  
 Transportation of Automobile  
 \*Travel for Children of  
 Separated or Divorced Parent  
 + Travel Per Diem (Flat Rate)  
 + Travel Per Diem (Lodging Plus)

OTHER

+ Social Security	+ LPI
FECA	+ WGI
Civil Serv. Ret.	+ Sunday pay
FEGLI	+ Holiday pay
+ Annual Leave	+ Night diff.
+ Sick Leave	+ Overtime

\*Authorized by the Foreign Service Act of 1980.

OVERSEAS ALLOWANCES AND BENEFITS  
AUTHORIZED FOR U.S. FEDERAL CIVILIAN EMPLOYEES

COMPENSATION FOR EXTRAORDINARY  
LIVING COSTS

- + Post Allowance
- + Separate Maintenance

HARDSHIP INCENTIVE

- + \*Danger Pay Allowance
- + Post Differential
- + Rest and Recuperation
- + \*Special Differential
- + \*Special Incentive Differential
- + Unhealthful Post Credit

COMPENSATION FOR INADEQUATE  
COMMUNITY SERVICES

- + \*Child Travel to Accompany Medically Evacuated Parent
- + Commissary/Post Exchange Privileges
- + Educational Allowance
- + \*Educational Travel
- + Gasoline and Other Price Discounts
- + Health Care at Post
- + Hospitalization
- + Inoculation Before Overseas Tour
- + Inoculation After Overseas Tour
- + Loan of Household Goods
- + Local Foreign Holidays
- + Local Travel (to and from work)
- + Medical Emergency Travel
- + Medical Services for Dependents after Death/Separation
- + Membership or use of Military Clubs
- + Physical Examinations
- + Providing Personal Transportation
- + Use of Mess and Recreational Facilities

HOUSING

- + Living Quarters Allowance
- + Official Residence Expense
- + Representation Allowance
- + \*Representation for Family
- + Use of Government Quarters

RELOCATION COSTS

- + \*Advances of Pay
- + \*Emergency Visitation Travel
- + Evacuation Payments
- + \*Family Travel on extended Temporary Duty
- + Family Visitation Travel
- + Foreign Transfer Allowance
- + Home Leave (Tour Renewed)
- + Home Leave (Tour not Renewed)
- + Home Leave Travel
- + \*Home Service Transfer
- + Moving and Storage of Household Effects
- + \*Per Diem for Dependents
- + \*Relocation Allowance Upon Return to the U.S.
- + \*Representation Travel
- + \*Special Per Diem
- + Supplementary Post Allowance
- + Temporary Lodging
- + Transportation of Automobile
- + \*Travel for Children of Separated or Divorced Parents
- + Travel Per Diem (Flat Rate)
- + Travel Per Diem (Lodging Plus)

OTHER

- |                    |               |
|--------------------|---------------|
| Social Security    | + LPI         |
| FECA               | + WGI         |
| + Civil Serv. Ret. | + Sunday pay  |
| + FEGLI            | + Holiday pay |
| + Annual Leave     | + Night idff. |
| + Sick Leave       | + Overtime    |

OVERSEAS ALLOWANCES AND BENEFITS  
AUTHORIZED FOR U.S. FEDERAL CIVILIAN EMPLOYEES

COMPENSATION FOR EXTRAORDINARY  
LIVING COSTS

- + Post Allowance
- Separate Maintenance

HARDSHIP INCENTIVE

- + *maybe* \*Danger Pay Allowance
- Post Differential
- Rest and Recuperation
- \*Special Differential
- \*Special Incentive Differential
- Unhealthful Post Credit

COMPENSATION FOR INADEQUATE  
COMMUNITY SERVICES

- maybe* \*Child Travel to Accompany Medically Evacuated Parent
- maybe* Commissary/Post Exchange Privileges
- Educational Allowance
- \*Educational Travel
- maybe* Gasoline and Other Price Discounts
- Health Care at Post
- Hospitalization
- Inoculation Before Overseas Tour
- Inoculation After Overseas Tour
- Loan of Household Goods
- + Local Foreign Holidays
- Local Travel (to and from work)
- Medical Emergency Travel
- Medical Services for Dependents after Death/Separation
- maybe* Membership or use of Military Clubs
- Physical Examinations
- maybe* Providing Personal Transportation
- Use of Mess and Recreational Facilities

HOUSING

- Living Quarters Allowance
- Official Residence Expense
- Representation Allowance
- \*Representation for Family
- Use of Government Quarters

RELOCATION COSTS

- \*Advances of Pay
- \*Emergency Visitation Travel
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- \*Representation Travel
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- Transportation of Automobile
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- + Travel Per Diem (Flat Rate)
- + Travel Per Diem (Lodging Plus)

OTHER

- + Social Security
- FECA
- Civil Serv. Ret.
- FEGLI
- + Annual Leave
- + Sick Leave
- + LPI
- + WGI
- + Sunday pay
- + Holiday pay
- + Night diff.
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OVERSEAS ALLOWANCES AND BENEFITS  
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COMPENSATION FOR EXTRAORDINARY  
LIVING COSTS

- + Post Allowance
- maybe* Separate Maintenance

HOUSING

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- Official Residence Expense
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- maybe* Use of Government Quarters

HARDSHIP INCENTIVE

- + \*Danger Pay Allowance
- maybe* Post Differential
- maybe* Rest and Recuperation
- \*Special Differential
- \*Special Incentive Differential
- Unhealthful Post Credit

COMPENSATION FOR INADEQUATE  
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COMPENSATION FOR EXTRAORDINARY  
LIVING COSTS

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- Separate Maintenance

HARDSHIP INCENTIVE

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